

Medical Insurance Effective Dates

Revised April 21, 2008

Q: I am a new employee. When does my insurance coverage begin?

A: As of 2/15/2003, insurance coverage for new hires receiving benefits will now be effective the first day of their employment. However, the enrollment form must still be received by PEHP within the first 60 days of employment. When PEHP receives the enrollment form, they will enter the effective date as the first day of employment. The payroll system will automatically send all employer premium payments owed retroactively to PEHP. Payroll will also automatically deduct all employee premium deductions owed retroactively from the employee's paycheck after the enrollment form has been processed.

Q: I am terminating employment with the State of Utah. When will my insurance coverage end?

A: The answer to this question depends on your hire date with the State.

For employees hired prior to 2/15/2003, insurance coverage ends at midnight on the last day of the pay period in which the employee receives a paycheck. This does not include a check received only for cash-out of accrued leave balances. For example: My last day with any hours recorded (work hours or leave used) is December 8, 2005. Therefore my insurance coverage ends at midnight on December 30, 2005, as this is the last pay date that I will receive a paycheck.

For employees hired 2/15/2003 or later, insurance coverage ends at midnight on the last day of the pay period in which the employee works or has leave hours used. For example: My last day with any hours recorded (work hours or leave used) is December 8, 2005. Therefore my insurance coverage ends at midnight on December 16, 2005, as this is the end of the pay period in which I had hours recorded.

Q: How do I look up Medical Providers?

A: For the provider look-up on all four medical plans, please follow these steps:

1. go to <http://www.pehp.org/>
2. Click on the "For Members" link on the lefthand side
3. Change the employer to State of Utah
4. Scroll down to the "Provider Lists" link and click on it
5. Click on the "Medical and Dental Provider Lists" link at the bottom of the page
5. Select a search type
6. Enter the required information into the applicable fields and select the "Find Providers" link at the bottom of the page.

Tips: Please make sure you choose the right Network when looking up providers. You will be able to select from the PEHP Advantage Medical Provider Panel, the PEHP Preferred Medical Provider Panel, and the PEHP Summit Care Provider Panel.